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AUTHOR	Ruby, Marc E., Comp.; Pratt, Richard W., Comp.
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ABSTRACT

Bibliographically speaking, material on the subject of counselor roles is not difficult to find. However, any close examination of the mass of documents and articles involved quickly reveals that most of these are either purely descriptive studies or critical essays. Document after document points out that counselors are not being adequately utilized, or are being forced into ineffective roles, but few writers have constructive ideas or suggestions to make. The current bibliography, which is based on several computer searches of the ERIC Data Base, is an attempt to weed out the repetitive material and focus on documents of practical, or, at least, conceptual, usefulness to the counselor in his attempt to define new, more effective, roles and acquire the skills necessary to carry out these roles. (Author)

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ED116078

NEW ROLES FOR COUNSELORS

A search of the ERIC Data Base for Material relevant to the changing position of the counselor as he works within the school and community.

Compiled by Marc Ruby and Rick Pratt

U.S. DEPARTMENT OF HEALTH, EDUCATION & WELFARE
NATIONAL INSTITUTE OF EDUCATION

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ERIC Clearinghouse for Counseling and Personnel Services

1975

CG 010 247

Bibliographically speaking, material on the subject of counselor roles is not difficult to find. However, any close examination of the mass of documents and articles involved quickly reveals that most of these are either purely descriptive studies or critical essays. Document after document points out that counselors are not being adequately utilized, or are being forced into ineffective roles, but few writers have constructive ideas or suggestions to make.

The current bibliography, which is based on several computer searches of the ERIC Data Base, is an attempt to weed out the repetitive material and focus on documents of practical, or, at least, conceptual, usefulness to the counselor in his attempt to define new, more effective, roles and acquire the skills necessary to carry out these roles.

The Compilers

COUNSELOR ROLES AND PERCEPTIONS:

What are the present roles of the counselor? How are these roles percieved by the counselor and those he works with? Are these roles successful? Answers to these questions can provide the context within which discussion of new roles must take place.

EJ105529 CG507620
Present and Preferred Functions of CGCA Members
Brown, Tom Canadian Counsellor; 8; 3; 175-183 Jun 74
Descriptors: *Counselor Role/ *Counselor Functions/ *Guidance Personnel/ *Professional Associations/ Student Personnel Workers/ Educational Counseling/ Surveys
Identifiers: Canadian Guidance and Counseling Association (CGCA)
This research was undertaken by the CGCA Role Committee as a preliminary step in gathering opinions regarding counsellor role from the membership. A 53-item Counsellor Role Questionnaire was sent to a randomly chosen sample of 150 CGCA members, their administrators, and their clients. Responses indicate that there is conflict regarding counsellor role. (Author)

EJ085765 CG506415
Room to Counsel: Exposing the Counselor
Pike, Wayne Personnel and Guidance Journal; 52; 2; 111-114 Oct 73
Descriptors: *Counseling Effectiveness/ *Counselor Functions/ *Counselor Role/ *Role Perception/ Evaluation/ Counselor Attitudes/ Helping Relationship
This article concerns the role of the counselor in the secondary school and the problems surrounding that position. (JC)

EJ084223 CG506264
The Counselor: An Accountable Member Of The Pupil Personnel Team?
Ferris, Robert W. Counselor Education and Supervision; 13; 1; 62-68 Sep 73
Descriptors: *Pupil Personnel Services/ *Counselor Role/ *Teamwork/ *Counselor Functions/ *Role Perception

EJ051227 CG503994
Differential Perceptions of Counseling Role: A Reexamination
Resnick, Harvey; Gelso, Charles J. Journal of Counseling Psychology; 18; 6; 549-553 Nov 71
Descriptors: *Adjustment Problems/ Career Planning/ College Faculty/ College Students/ *Counselor Role/ *Role Perception/ *Student Personnel Workers/ *Vocational Development
The evidence does not suggest that counselors have much succeeded in reducing the communication gap between themselves and other relevant groups. (Author)

EJ049648 CG503907
The Role of the Chief Student Personnel Administrator Revisited
Rickard, Scott T. NASPA Journal; 9; 3; 219-226 Jan 72
Descriptors: *Administrative Personnel/ Administrative Personnel/ *Administrator Role/ College Deans/ *Role Perception/ Student College Relationship/ *Student Needs/ *Student Personnel Workers

EJ040038 CG502997
The Normative World of the School Guidance Counselor
Rankine, Fred C.; Angus James T. Canadian Counselor; 5; 2; 83-99 Apr 71
Descriptors: Administrative Personnel/ *Counselor Functions/ *Counselor Role/ *Expectation/ Parent Attitudes/ Questionnaires/ *Role Perception/ Student Attitudes
This study reveals that counselors are more perceptive of the principals' expectations than any other group. When counselors were compared with teachers, some 20 role conflicts were identified. Parents expectations and counselors expectations of parents were significantly different on 22 roles. (Author/CJ)

EJ032592 AA508430
Actual, Ideal, and Expected Role Concepts of Secondary Counselors
Dahlem, Glenn G. Journal of Educational Research; 64; 5; 205-8 Jan '71
Descriptors: *Counselor Role/ *Role Perception/ *Secondary School Counselors

EJ025126 CG501770
Teachers' Perceptions Of The Roles Performed By Pupil Personnel Workers
Gamsky, Neal R. J Int Assn Pupil Personnel Workers; 14; 2; 68-72 Mar '70
Descriptors: *Counselor Functions/ *Pupil Personnel Workers/ *Role Perception/ School Districts/ School Personnel/ School Surveys/ *Surveys/ *Teacher Attitudes
Results of the survey imply that incidents were handled more ideally when a full complement of pupil services were available as compared with districts receiving only minimal services from other individual workers. A need was expressed for more psychological and social work service in all the districts in the study. (Author)

EJ024820 CG501772
The Pupil Personnel Worker in the Elementary School — A Job Description
Sheets, Albert, Jr. J Int Assn Pupil Personnel Workers; 14; 2; 79-82 Mar '70
Descriptors: Counseling Goals/ *Counselor Functions/ Counselor Role/ *Elementary Schools/ Guidance Objectives/ *Pupil Personnel Workers/ *Role Perception
The performance of the competent pupil personnel worker fills the void between administrative and instructional functions that seemingly cannot be filled by achievement of guidance objectives alone. (Author)

EJ015190 CG501051
Role Conflict for School Counselors: Training versus Job Demands
Hart, Darrell H.; Price, Donald J. Personnel Guidance J; 48; 5; 374-379 70 Jan
Descriptors: *Counselor Educators/ *Counselor Functions/ *Counselor Role/ Counselors/ *Principals/ *Role Perception
Principals' expectations on six counselor role dimensions were compared with ideal counselor roles as seen by counselor educators. Disagreement was found between principals and counselor educators on the role of the counselor in situations involving clerical tasks, confidentiality, personal-emotional counseling, and nonrelated counseling functions. All principals differed markedly from the ideal role as viewed by counselor educators. (Author)

EJ010338 CG500857
Perception of the Functions and Role of the School Counselor
Riese, Harlen C.; Stoner, William G. Sch Counselor; 17; 2; 126-130 69 Nov
Descriptors: College Students/ Counselor Educators/ *Counselor Functions/ *Counselor Role/ *Counselor Training/ *Rating Scales/ *Role Perception/ School Responsibility
Ratings on a statement-of-functions (adapted from Brown and Pruett, 1967) by three groups of college students indicate some disagreement on which personnel within a school should perform 20 out of 70 functions. Data table included. (CJ)

EJ009996 CG500672

The Perceptions of State Supervisors of Guidance of Appropriateness of Counselor Function, the Function of Counselors, and Counselor Preparation

Herr, Edwin L. Counselor Educ Superv; 8; 4; 241-257 69 Sum

Descriptors: Administrative Personnel/ *Counselor Functions/ Counselor Role/ *Counselor Training/ *Guidance Personnel/ Guidance Services/ Professional Personnel/ *Role Perception/ *State Supervisors / Task Analysis

ED099739 CG009387

An Evaluation of the Role and Functions of the Guidance Counselor.

New York State Office of Education Performance Review, Albany.

Publ. Date: Sep 74 Note: 38p.

EDRS Price MF-$0.76 HC-$1.95 PLUS POSTAGE

Descriptors: Accountability/ *Counseling Effectiveness/ *Counselor Functions/ *Counselor Role/ *Guidance Counseling/ Performance Factors/ Program Evaluation/ Research Projects/ *Role Perception

In view of the cost and potential impact of guidance counselors, the New York State Office of Education Performance Review undertook this study to determine the actual role and function of guidance personnel, and the effectiveness of the counseling services they provide. The examination was based on the perceptions of counselors, parents, students, and others as measured through interviews and questionnaires. The overall finding was that guidance counseling, as currently performed, is substantially ineffective. Specific findings included the fact that two out of every five parents surveyed felt that guidance counselors had little effect on their children's development. Counselors did not appear to exercise a marked influence on student decisions with respect to choice of occupation or postsecondary education. The range of functions normally assigned to guidance departments was found to dilute the resources available for counseling and was wasteful of professional skills. The role and functions of guidance counselors were not clear, and nearly one of four counselors surveyed was unsure as to whether or not counselors themselves understood their roles. Specific recommendations are offered to district and state level boards and departments in an effort to re-establish the importance of guidance counseling services to education. (Author/PC)

ED096585 CG009266

To Determine Some Criteria for Defining the Role-Definition of the Counselor as Perceived by the Administrator and the Role of the Administrator as Perceived by the Counselor in Order to Further Facilitate Student Development at the Secondary Level.

Boyd, George Allen

Publ. Date: Aug 73 Note: 97p.; Ph.D. Dissertation, Walden University

EDRS Price MF-$0.76 HC-$4.43 PLUS POSTAGE

Descriptors: *Communication Problems/ *Counselors/ Definitions/ *Principals/ Research Projects/ *Role Conflict/ *Role Perception/ Self Actualization

This study attempts to present, evaluate and explain available data relative to the determination of differences in role-definition between principals and counselors. The author addresses his study to the question--to what extent is the viability of the guidance program in schools affected by role-definition and comprehension, and communication between principals and counselors? One hundred and ten principals and counselors responded to questionnaires designed to identify role definitions. Results revealed that there was considerable conflict in the role relationship between the two groups, such as: (1) counselors assumed or were given administrative authority; (2) counselors and principals failed to respect each other's tasks; and (3) many counselors were assigned duties which were unrelated to their major functions. The author reaches several conclusions for both counselors and principals in an attempt to help clarify and strengthen their cooperative relationship within the school system. (Author/PC)

ED092840 CG008993

An Evaluation of Secondary School Guidance and Counseling Programs in Alaska, Phase I.

Spaziani, Richard L.; And Others

Alaska State Advisory Council for Vocational and Adult Education, Juneau.

Publ. Date: Sep 73 Note: 140p.; Technical Report (Abridged)

EDRS Price MF-$0.76 HC-$6.97 PLUS POSTAGE

Descriptors: *Counselor Functions/ *Counselors/ Intergroup Relations / *Principals/ Program Evaluation/ *Public Schools/ *Role Perception/ Rural Urban Differences/ Staff Utilization/ State Surveys

Identifiers: *Alaska

This study proposed to examine some of the essential features of Alaska's guidance and counseling programs as well as to determine the services necessary for an effective program. The study further sought to determine levels of program adequacy for each of 43 typical characteristics. Characteristics were grouped into the broad activity areas of counseling, staff attitudes and relationships, facilities, program orientation and information, occupational counseling, follow-up, administrative policies and ancillary services. Forty principals and 82 counselors were surveyed in 25 school districts. Principals and counselors were additionally asked their opinions regarding the importance of the characteristics in local guidance and counseling programs. The study revealed few significant differences within each respondent group when compared by urban and rural locations. The number of significant differences increased when the respondents were compared by professional positions. A high degree of homogeneity exists among the respondents in their reactions to the characteristics. This suggests some level of program improvement is recognized by both principals and counselors. Findings in this study tend to support the literature that principals and counseling staffs perceive the function and role of counseling differently. The study concludes that there is a need for clarification and agreement between principals and counselors concerning role perception and utilization of counselor skills. (Author/NN)

ED087964 CG008675

Perceptions of "Counselors" and Other Help Givers: What's in a Label?

Gelso, Charles J.; Karl, Norman J.

Maryland Univ., College Park. Counseling Center.

Report No.: RR-13-73

Publ. Date: 73 Note: 15p.

EDRS Price MF-$0.76 HC-$1.58 PLUS POSTAGE

Descriptors: *College Students/ Confidentiality/ Counselor Functions / *Counselor Role/ Helping Relationship/ Research Projects/ *Role Perception/ Sex Differences

Strong, Hendel and Bratton (1971) found that counselors, in relation to psychiatrists, were perceived by students as warm, friendly, and polite people to talk with, although not very bright or knowledgeable. The design of the present study is based on the assumption that the title, "counselor," is too generic. The study compares perceptions held by a sample of 240 students of counseling psychologists, college counselors, high school counselors, advisers, clinical psychologists and psychiatrists. Greater differences have been found within the counseling specialties than between counseling psychologists and either clinical psychologists or psychiatrists. Contrary to past research none of the counseling groups are viewed as "nice guys" in relation to psychiatrists or clinical psychologists. Implications of the findings for both research and public relations efforts are discussed. (Author)

ED083501 CG008353

The Role of Montana Secondary School Counselors as Perceived by Selected Reference Groups.

Dasinger, James F.

Montana Univ., Missoula. School of Education.

Sponsoring Agency: Montana State Office of the Superintendent of Public Instruction, Helena.

Publ. Date: Aug 73 Note: 60p.

EDRS Price MF-$0.76 HC-$3.32 PLUS POSTAGE

Descriptors: Behavior Patterns/ Counseling Effectiveness/ Counselor Educators/ *Counselor Evaluation/ *Counselor Functions/ *Counselor Role/ Parents/ Performance/ *Role Perception/ Surveys/ Teachers

Identifiers: *Elementary Secondary Education Act Title III/ ESEA Title III

The purpose of this study was to investigate the ways in which the occupational behaviors of Montana secondary school counselors are complementary to, or in conflict with, the expectancies of their various publics. In this study the counselors and their various publics (counselor-educators, school administrators, teachers, students, parents) were asked to indicate what functions counselors were actually performing and then indicate whether the counselor should or should not ideally perform this function. This study revealed that there are many counselor-role functions which are perceived by the counselor's publics, and in many instances by the counselors themselves, as not being adequately fulfilled. The interviews indicated that in most cases this is not due to the counselor being inadequately prepared but is attributed to the fact that there are too few counselors available to provide adequate guidance services to the large student populations. (WSK)

ED012472 CG000168

PERCEPTIONS OF THE ELEMENTARY SCHOOL COUNSELOR.

BRADEN, BILLY ; AND OTHERS

Association of Counselor Educators and Supervisors.

Publ. Date: 67 Note: 19P.

EDRS PRICE MF-$0.76 HC-$1.58 PLUS POSTAGE

Descriptors: Counselor Educators/ *Counselor Functions/ *Counselor Role/ *Elementary School Counseling/ *Elementary School Counselors/ Guidance Personnel/ Principals/ Questionnaires/ *Role Perception/ State Supervisors

Identifiers: ELEMENTARY SCHOOL COUNSELOR QUESTIONNAIRE/ KENTUCKY COMMITTEE/ KUDER RICHARDSON RELIABILITY COEFFICIENT/ NEW ORLEANS/ THURSTONE TYPE SCALE

FACTORS ASSOCIATED WITH THE ROLE AND FUNCTION OF THE ELEMENTARY SCHOOL COUNSELOR AS THEY WERE PERCEIVED BY SELECTED ELEMENTARY SCHOOL COUNSELORS, ELEMENTARY SCHOOL PRINCIPALS, COUNSELOR EDUCATORS, AND STATE SUPERVISORS IN THE SOUTHERN ASSOCIATION FOR COUNSELOR EDUCATION AND SUPERVISION (SACES) REGION WERE IDENTIFIED. THREE INSTRUMENTS WERE DEVELOPED. THE FIRST, A QUESTIONNAIRE OF 143 ITEMS DENOTING COUNSELOR FUNCTIONS, SOUGHT TO CLASSIFY POSSIBLE ROLES PERFORMED BY ELEMENTARY SCHOOL COUNSELORS. THE SECOND INSTRUMENT CONSISTED OF 120 ACCEPTABLE ITEMS, RETAINED FROM THE ADMINISTRATION OF THE FIRST INSTRUMENT, WHICH WERE RATED ON A NINE-POINT THURSTONE TYPE SCALE ACCORDING TO THEIR IMPORTANCE. THE FINAL INSTRUMENT, THE ELEMENTARY SCHOOL COUNSELOR QUESTIONNAIRE, DETERMINED THE OPINIONS OF THE PARTICIPATING GROUPS CONCERNING THE ELEMENTARY SCHOOL COUNSELOR'S FUNCTIONS IN GRADES 1 TO 6, INCLUSIVELY, BY MEANS OF 84 PAIRED COMPARISONS. COUNSELOR FUNCTIONS WERE RATED AS FOLLOWS--(1) COUNSELING ACTIVITIES, (2) CONSULTANT, (3) GUIDANCE, (4) TEACHER, (5) SOCIAL WORKER, (6) PSYCHOLOGIST-PSYCHOMETRIST, AND (7) ADMINISTRATOR. PRINCIPALS THOUGHT COUNSELING FUNCTIONS LESS IMPORTANT THAN DID OTHER GROUPS. EDUCATORS AND SUPERVISORS RATED CONSULTANT ACTIVITIES AS SECOND IN IMPORTANCE, WHILE COUNSELORS AND EDUCATORS VIEWED TEACHING AS SECOND. ONLY EDUCATORS RATED SOCIAL WORK WITH LOW PRIORITY. THIS PAPER WAS PRESENTED AT THE SACES CONFERENCE (NEW ORLEANS, OCTOBER 11, 1966). (PR)

NEW IDEAS, NEW ROLES:

The citations included here aim toward the future. New roles must be isolated and defined, and old roles evaluated for possibilities of change. Material has been included which covers various roles that the counselor may find thrust upon him in the course of time.

EJ102016 AA518905
The Critical Role of the Ombudsman
Koslofsky, Norman Clearing House; 48; 7; 399-401 Mar 74
Descriptors: *Ombudsmen/ *Guidelines/ *Educational Problems/ *Counselor Role/ *Educational Responsibility/ School Community Relationship
Author advocates the use of an ombudsman and offers guidelines for making this individual an effective one. (Editor)

EJ100676 CG507427
The Consultant Role as an Organizational Activity of Student Personnel Workers
Pyron, Tom Journal of College Student Personnel; 15; 4; 265-270 Jul 74
Descriptors: *Student Personnel Workers/ *Consultants/ *Consultation Programs/ *Counselor Role/ *Role Theory/ Professional Services/ Human Resources
This study surveyed and analyzed the degree to which student personnel workers in 200 colleges and universities have adopted a consultant role. The results suggest that this role is a viable one for student personnel but that it is currently at a low level of development. (Author)

EJ094390 CG507037
Consulting With Teachers; A Systematic Approach
Lauver, Philip J. Personnel and Guidance Journal; 52; 8; 535-540 Apr 74
Descriptors: *Consultation Programs/ *Counselor Role/ *Counseling/ *Teacher Role/ Role Theory
Many counselors need and want to reach more students through effective consultation with teachers. The use of systematic procedures should aid the counselor in developing the consulting relationship. Systematic consulting procedures, along with the all-important attitude of the consultant, are illustrated through two cases. (Author)

EJ078719 CG505685
I Come Not to Praise Ceasar (Nor to Bury Him)
Barnette, Edmund L. School Counselor; 20; 4; 248-256 Mar 73
Descriptors: *Counseling Effectiveness/ *Counseling Goals/ *Counselor training/ *Counselor Role/ *Professional Associations/ Professional Personnel
Counselors are being challenged to prove their value. Counselors together with their supportive agencies (professional associations, state departments of education, and counselor training institutions) must align themselves to selected role identities and training experiences for survival. (Author)

EJ073895 CG505448
The School Counselor as Institutional Agent
Warnath, Charles F. School Counselor; 20; 3; 202-208 Jan 73
Descriptors: Change Agents/ *Counselor Educators/ Counselor Functions/ *Counselor Role/ *Counselor Training/ *Innovation/ Role Conflict/ *Role Perception
This discussion of school counseling advocates the need for a reexamination of the political role of the counselor in the schools, the preparation of a more realistic curriculum for counselor education and the development of guidelines by which counseling positions in each school can be evaluated. (JC)

EJ058300 CG504446
Issues and Dialogue: Challenging the Counselor
Nelson, Richard C.; And Others Elementary School Guidance and Counseling; 6; 4; 269-272 May 72
Descriptors: Community Involvement/ *Counseling Effectiveness/ *Counselor Role/ *Elementary School Counseling/ *Elementary School Guidance/ *Needs/ Professional Personnel/ School Community Relationship

EJ040023 CG502895
Counselor Role Differentiation: A New Tack?
Carey, Albert R.; Garris, Donald School Counselor; 18; 5; 349-352 May 71
Descriptors: *Counseling/ Counselor Attitudes/ *Counselor Functions/ *Counselor Role/ *Counselors/ Pupil Personnel Services/ *Role Perception
The purpose of this exposition is to present a point of view regarding the differentiation of the counselor's role from other related helping professions, keeping the major function of counseling central in the argument. (Author/BY)

EJ034626 CG502623
The Counselor and Community Involvement
LaCouture, Andre R. California Personnel and Guidance Association Journal; 3; 2; 61-65 Win 70-71
Descriptors: Community Cooperation/ *Community Involvement/ Community Relations/ Coordinators/ *Counselor Functions/ *Counselor Role/ *Counselors/ *School Community Relationship
The article contends that today's counselor should have the foresight to anticipate the roles that will be required of him. Counselors, with their training and their obvious community interaction are in the best position to be the school coordinator for community involvement. (Author)

EJ034194 CG502571
The Elementary School Counselor: An Effective Consultant with Classroom Teachers
Splete, Howard Elementary School Guidance and Counseling; 5; 3; 165-172 Mar '71
Descriptors: *Consultants/ Counseling Effectiveness/ Counselor Functions/ *Counselor Role/ *Elementary School Counselors/ *Elementary School Teachers/ Perception/ *Role Perception/ Teacher Attitudes/ Teachers
Although teachers are willing to work with the counselor in a consulting relationship, they prefer the counselor to help them understand their pupils rather than help them understand themselves. However, with a better understanding of their own feelings and motives, teachers might be able to work more effectively with their pupils. (Author)

EJ028787 JC500208
Student Personnel Work: An Emerging Model
O'Banion, Terry; And Others Junior College Journal; 41; 3; 6-14 Nov '70
Descriptors: *Counselor Functions/ *Counselor Role/ *Junior Colleges / *Student Development/ *Student Personnel Workers
Current conceptions of the student personnel worker's role as that of regulator, service" man, or therapist must be replaced if the profession is to be responsive to the new emphasis on individual student development. New roles and functions will require greater involvement and initiative in relationships with the administration and community, as well as with individual students. (JO)

EJ014471 CG501135
The Counselor's Role in Collective Negotiations
Humes, Jr., Charles W.; Kennedy, Jr., Thomas F. Personnel Guidance J; 48; 6; 449-57 70 Feb
Descriptors: *Collective Bargaining/ *Collective Negotiation/ Counseling/ Counselor Performance/ *Counselor Role/ *Counselors/ *Professional Associations
Examines impact of negotiations on education relating it to counselor role. Explores dimensions and implications of negotiations and attitude of professional associations. Comment by Charles T. Schmidt, Associate Professor Industrial Relations at University of Rhode Island, contends article is devoid of scholarship, deficient in data, excessively reliant upon secondary sources, lacking understanding and premature. (Author/EK)

EJ014012 CG500972
In Support of a Loosely Defined Role for the Elementary School Counselor
Eckerson, Louise O. Elem Sch Guidance Counseling; 4; 2; 82-86 69 Dec
Descriptors: *Child Development Specialists/ Counselor Attitudes/ *Counselor Functions/ *Counselor Role/ *Elementary School Counselors/ Guidance Personnel/ Pupil Personnel Workers/ *Role Perception
Describes need for eclectic approach to counseling rather than adherence to circumscribed traditional role. (CJ)

ED099989 EA006608

Suggestions for Principals: Public Information, Human Relations, Program Services, Pupil Personnel Services.

North Carolina State Dept. of Public Instruction, Raleigh. Div. of Human Relations.

Publ. Date: 72 Note: 22p.

EDRS Price MF-$0.76 HC-$1.58 PLUS POSTAGE

Descriptors: *Administrator Guides/ Administrator Responsibility/ *Administrator Role/ *Communication Skills/ Community Organizations/ Cultural Differences/ Discipline Policy/ Educational Innovation/ Elementary Secondary Education/ Human Relations/ Information Dissemination/ *Principals/ *Public Relations/ Pupil Personnel Services/ School Community Relationship

Identifiers: *North Carolina

This booklet is a compendium of ideas and suggestions gathered in conferences with public school principals in North Carolina in 1972. Major topics discussed are public information programs and communication with different segments of the educational community, human relations and student discipline, innovative program services, and pupil personnel services. Also included are brief outlines of two presentations made by officials of the State Department of Public Instruction: "Dealing with Concerned Groups" and "Cultural Differences." (JG)

ED085617 CG008521

Additional Studies in Elementary School Guidance: Psychological Education Activities Evaluted.

Miller, G. Dean, Ed.

Minnesota State Dept. of Education, St. Paul. Pupil Personnel Services Section.

Sponsoring Agency: Office of Education (DHEW), Washington, D.C.

Publ. Date: 73 Note: 445p.

EDRS Price MF-$0.76 HC-$22.21 PLUS POSTAGE

Descriptors: Communication Skills/ *Elementary School Guidance/ *Elementary School Teachers/ Guidance Programs/ *Parent School Relationship/ Peer Relationship/ Program Evaluation/ *Psychoeducational Processes/ *Self Concept/ Student Development

Identifiers: *Elementary Secondary Education Act Title III/ ESEA Title III

This publication, fourth in a series on elementary school guidance, focuses primarily on three target populations counselors are committed to serve: children, teachers, and parents. It contains a collection of controlled studies and the impact of counselor effort on a variety of important guidance outcome variables: selfconcept, peer status, attitude toward school, and interpersonal communication skills of teachers and parents. In virtually all of the research reported, the positive influence of counselor-led activities is a result of some designated competence applied in a systematic way to a specific need of children, teachers or parents. It appears that psychological education, like cognitive learning, is most successful when learning activities are relevant and presented in an orderly manner over time. (Author/LP)

ED074257 VT019638

Administrative Competencies in Education and the Allied Health Professions.

Morgan, Margaret K., Ed.; Canfield, Albert A., Ed.

Florida Univ., Gainesville. Center for Allied Health Instructional Personnel.

Sponsoring Agency: Kellogg Foundation, Battle Creek, Mich.

Publ. Date: Dec 72 Note: 54p.; Papers presented at conference sponsored by the Center for Allied Health Instructional Personnel (Gainesville, Fla., June 1-2, 1972)

EDRS Price MF-$0.76 HC-$3.32 PLUS POSTAGE

Descriptors: Administrative Personnel/ *Administrator Qualifications/ Administrator Responsibility/ Conference Reports/ *Educational Administration/ Health Facilities/ *Health Occupations Education/ *Paramedical Occupations/ *Performance Criteria/ Schools of Education

A 2-day conference was designed by the staff of the University of Florida Center for Allied Health Instructional Personnel to identify competencies of department chairmen, clinical supervisors, deans of schools of allied health professions, administrators or coordinators of health agencies, and educational leaders in professional or governmental health agencies. Presentations during the conference dealt with expectations of department chairmen and administrators of educational and health care institutions, current developments in educational administration, and the role of field stations in the preparation of educational administrators. From these presentations, approximately 150 characteristics were identified as being desirable for middle management in the health related professions and in educational administration. These 150 characteristics were later screened for duplication, and the list was submitted for corroboration to panels of judges. Included in this report are texts of the presentations and lists of competencies for such administrator functions as group leader, resource developer, educator, communicator, health care supervisor, fiscal officer, and evaluator. A related publication delineating teacher competencies for the field of allied health is available as VT 019 639 in this issue. (SB)

ED070009 CG007637
A Role Change Strategy: Decentralized Counseling.
Sweet, Gilbert A.
Publ. Date: 72 Note: 16p.
EDRS Price MF-$0.76 HC-$1.58 PLUS POSTAGE
Descriptors: *Consultation Programs/ Counseling/ Counseling Instructional Programs/ *Counselor Functions/ Counselor Performance/ *Counselor Role/ *Counselor Training/ Decentralization/ Training
The debate over new counseling roles rages as some counselors are already adopting them. This paper describes alternative counseling-consulting interventions possible with teachers. It suggests a strategy for speeding the process of role change and encouraging counselor-teacher interaction. The strategy is that of decentralizing counseling offices into close proximity to teacher offices. The advantages and disadvantages are described. Among the issues central to success of this strategy is that of training. The difficulties involved in having counselors acquire new skills is discussed. A solution offered to the retraining of counselors already in the field and renewal of skills for others is the vast number of institutes being offered by growth centers around the country. The hope is expressed that in the future counselors will pick and choose skill training from the varied sources discussed in the paper. (Author/BW)

ED050405 CG006409
Can We Run Fast Enough To Catch Up?
Lifton, Walter M.
American Personnel and Guidance Association, Washington, D.C.; State Univ. of New York, Albany.
Publ. Date: 6 Apr 71 Note: 7p.; Paper presented at the American Personnel and Guidance Association Convention in Atlantic City, New Jersey, April 4-8, 1971
EDRS Price MF-$0.76 HC-$1.58 PLUS POSTAGE
Descriptors: Behavior/ *Behavioral Counseling/ Behavioral Objectives / Counseling/ Counseling Effectiveness/ Counseling Goals/ Counselor Educators/ Counselor Functions/ Counselor Qualifications/ *Counselor Role/ Counselors/ *Counselor Training/ *Educational Innovation/ Occupational Guidance/ *Vocational Counseling
The author undertakes a re-examination of the vocational counselor's traditional roles and considers some dramatic changes. The increasing societal emphasis on early childhood provokes questions about the current absence of such a focus in guidance training institutions. The paper stresses intervention at this primary level. New counselor roles such as institutional liaison and child advocate are considered. The burden is viewed as ultimately falling on counselor training institutions to divest themselves of their ossified interests in preparing counselors for traditional roles. The author concludes with the suggestion that competent human behavioral specialists be developed through a core program in which all contributing professions would share. (TL)

ED047458 EC031600
Working with the Ecology: The Liaison Teacher-Counselor in the Re-Education School.
Weinberg, Steve, Ed.
Tennessee State Dept. of Mental Health, Nashville.
Publ. Date: 70 Note: 72p.
EDRS Price MF-$0.76 HC-$3.32 PLUS POSTAGE
Descriptors: Ancillary Services/ *Counselor Role/ *Emotionally Disturbed/ *Exceptional Child Education/ *Professional Personnel/ School Community Relationship/ Staff Role
Identifiers: Liaison Teacher Counselor/ Reeducation
The liaison teacher counselor role as it functions in a reeducation school program for emotionally disturbed children is defined and described in some detail. The topic is approached from several vantage points: the relation of the liaison activities to the underlying philosophy of reeducation; the liaison functions as they implement the philosophy and ideas of the reeducation program; a case flow analysis of duties in order to establish the time sequence; requirements and characteristics needed to perform the liaison functions; and the application of liaison services to other community settings. (CD)

ED044764 CG400028
Caps Capsule.
ERIC Clearinghouse on Counseling and Personnel Services, Ann Arbor, Mich.
Sponsoring Agency: Office of Education (DHEW), Washington, D.C.
Bureau No.: BR-6-2487
Contract No.: OEC-3-6-002487-1579-(010)
Publ. Date: 70 Note: 30p.
Available from: ERIC Counseling and Personnel Services Information Center, 611 Church Street, Ann Arbor, Michigan 48104 (No price is quoted.)
EDRS Price MF [illegible]76 HC-$1.95 PLUS POSTAGE
Descriptors: [illegible]ibliographies/ Counselor Educators/ *Counselor Role/ Counselor Selection/ *Counselor Training/ Governance/ *Newsletters/ *Professional Associations
The main article in this issue of ERIC/CAPS' expanded newsletter is based on an interview with the presidents-elect of three national organizations--Association for Counselor Education and Supervision (ACES), The American School Counselor Association (ASCA), and the American Personnel and Guidance Association (APGA). They discuss the role of the school counselor and counselor educator in the future, suggest a variety of innovative approaches, and exchange mandates for a more relevant kind of counselor selection and training procedure. Other articles in this issue include: a bibliography on counseling in the future; news of ERIC/CAPS Center activities and publications; a column which focuses on student governance in the community colleges; and a column by Garry R. Walz, Director of ERIC/CAPS, on a change of emphasis in the program of this ERIC clearinghouse. (JM)

PD033378# CG003962

Counselor Orientation: Relationship with Responsibilities and Performance. Wisconsin Studies in Vocational Rehabilitation. Monograph X.

Ayer, M. Jane; And Others

Wisconsin Univ., Madison. Regional Rehabilitation Research Inst.

Sponsoring Agency: Social and Rehabilitation Service (DHEW), Washington, D.C.

Publ. Date: 68 Note: 45p.

Available from: Dr. George N. Wright, Regional Rehabilitation Research Institute, 2218 University Avenue, Madison, Wisconsin 53706 (Single Copies are Free; They do not sell them in quantities).

Document Not Available from EDRS.

Descriptors: *Counseling Effectiveness/ Counselor Characteristics/ *Counselor Evaluation/ Counselor Training/ *Employment Problems/ *Job Placement/ Problems/ *Professional Personnel/ Rehabilitation Counseling/ Rehabilitation Programs/ Relationship/ Vocational Counseling/ Vocational Rehabilitation

This study investigated the relationship between the professional orientation of the counselor and his attitudes toward the following responsibilities: (1) eligibility determination, and (2) employment placement. Subjects were 279 counselors employed in state rehabilitation agency offices. Significant relationships were found between rehabilitation counselor professional orientation and auxiliary variables from the Rehabilitation Counselor Survey (RCS) survey schedule, including undergraduate education, prior work experience and questions concerning case finding, perceived major professional problems, and solution to paramount problems. Because the data yielded relatively few significant results from the total number of comparisons, it is possible that situation problems related to eligibility determination, employment placement, and professional development are common to all counselors, with a limited number of available solutions. These results suggest that different counselor skills and interests may predispose to greater effectiveness in specific areas, for example, relationship counselors in counseling. (KJ)

TRAINING, TECHNIQUES, AND TOOLS:

Included are documents relevant to training counselors for new skills, innovative programs, and tools for some assessment of the needs and effectiveness of new role development.

EJ096066 EA504925
Using counselors as Effective Educational Team Members
Donigian, Jeremiah; And Others Catalyst for Change; 3; 3; 26-28 Spr 74
Descriptors: *Counselor Training/ *Counselor Functions/ *Team Administration/ Counselor Role/ Program Descriptions/ Teamwork/ Junior High Schools
Describes an approach to counselor training that attempts to prepare counselors to be more versatile and be able to perform services that go beyond the traditional one-to-one relationship with students. (Author)

EJ070958 CG505287
Power Bases: The Consultant's Vehicle for Change
Aubrey, Roger F. Elementary School Guidance and Counseling; 7; 2; 90-97 Dec 72
Descriptors: Community Support/ Consultants/ *Counseling Programs/ *Counselor Role/ *Elementary School Guidance/ *Human Relations/ *Leadership Responsibility/ *Public Relations
This article is concerned with how elementary school counselors develop constituencies and power bases to support programs, practices, and innovative changes in schools. (Author)

EJ021607 CG501520
In-Service Research Training for Increased Counselor Relevance
Long, Thomas E. Sch Counselor; 17; 5; 357-361 May '70
Descriptors: *Computer Oriented Programs/ *Computers/ *Counselor Performance/ Counselor Training/ *Inservice Programs/ *Research Skills
Described is an example of a locally developed program that served as an alternative to graduate education programs and provided school counselors with some new awareness and skills. (Author)

EJ010648 CG500837
An Approach to Counseling and Guidance Program Evaluation
Lee, James L. Nat Cath Guidance Conf J; 14; 1; 60-65 69 Fall
Descriptors: *Counseling Programs/ Counselor Functions/ *Counselor Role/ Evaluation Methods/ *Guidance Programs/ *Program Evaluation/ *Role Perception/ Surveys
First in a series of articles to be offered by Journal Professional Development Committee. Presents instrument designed to assess expectations held by students, teachers, parents and administrators in relation to personnel program in their school. (CJ)

ED086914 CG008276
Progress Report: Pupil Personnel Services.
Woolley, Dale
Newport-Mesa Unified School District, Newport Beach, Calif.
Publ. Date: Jul 73 Note: 15p.
EDRS Price MF-$0.76 HC-$1.58 PLUS POSTAGE
Descriptors: Counseling Effectiveness/ Guidance Objectives/ *Guidance Services/ *Management Education/ *Program Development/ *Program Evaluation/ *Pupil Personnel Services/ School Districts/ Staff Improvement/ Student Personnel Programs
Identifiers: *Accountability

The Newport-Mesa Unified School District has developed an innovative approach to the organization and administration of Pupil Personnel Services. This approach reflects the Statement of Educational Principles and the Management and Operations Principles of the District which emphasize results--from which reasonable student progress can be demonstrated. The District's Pupil Personnel Services programs, made up of counselors, psychologists, and managers, work toward these results by the use of both interventive methods--helping young people with special problems--and preventive methods--helping to prevent students from developing problems that could interfere with their ability to make reasonable progress. The results management approach to Pupil Personnel Services places emphasis on the school setting priorities regarding the school needs to which pupil personnel resources should be allocated. This priority setting process may indicate, in some situations, that certain results to which the school is not now allocating resources are of high priority and should have resources allocated to them. This, in turn, may require that pupil personnel specialists develop new skills and knowledge in order to contribute these new results. Inservice training is being provided both at the District and at the school level to help staff develop these new skills. (Author)

ED095454 CG009104

A Self-Appraisal Manual Developed for Personal or Office Use and as a Possible Workshop Aid. Professional Audit, for Secondary School Counselors Series.

Bowditch, Anna H.; And Others

American School Counselor Association, Washington, D.C.; Association of Coll. Admissions Counselors, Evanston, Ill.

Sponsoring Agency: American Personnel and Guidance Association, Washington, D.C.

Publ. Date: Nov 73 Note: 48p.

Available from: APGA, 1607 New Hampshire Avenue, N.W., Washington, D.C. 20009 ($2.50)

EDRS Price MF-$0.76 HC-$1.95 PLUS POSTAGE

Descriptors: *Counselor Evaluation/ *Counselor Qualifications/ Manuals/ *Professional Associations/ *Secondary School Counselors/ *Self Evaluation

This manual, designed for secondary school counselors, is based on the concept that professional improvement can be accomplished mainly by self-evaluation in conjunction with support from one's own colleagues. Some of the purposes of the manual are to: (1) produce a tool by which the new counselor can conduct his own self-evaluation; (2) provide a vehicle for the experienced counselor to use as a self-review; (3) provide guidelines for the development and improvement of a guidance department; and (4) aid in periodic self-evaluation, self-learning, and self-improvement. The manual includes samples of self-administered evaluations and an extensive bibliography which counselors may use to aid in their self-evaluation. (Author/EK)

ED055272 AC010869

The Transformation of Training: New Kinds of Consumer Based Services Require New Kinds of Training--Based on Participatory Simulation.

Gartner, Alan; Riessman, Frank

New York Univ., N.Y. New Careers Development Center.

Publ. Date: Oct 71 Note: 23p.

EDRS Price MF-$0.76 HC-$1.58 PLUS POSTAGE

Descriptors: Apprenticeships/ *Human Services/ *Professional Training/ *Simulation/ Skill Development/ *Student Participation/ *Training Techniques

If human services in America are to become more responsive to the needs of the consumer, the training of the service worker will have to be radically transformed. Currently, the training of human service workers resembles that of prolonged apprenticeships. Teacher training, for example, requires general education and broad knowledge rather than specific skills that would make the service more productive. Changes in the character of human services require that these services be more consumer oriented, that they be offered in the style of the consumer, and the consumer have the opportunity to critically evaluate the service and, most important, that the consumer be directly involved as service giver. The training of human service workers must prepare the worker for consumer participation. A training model is needed that is geared to the development of the specific skills required for effective service delivery. Participatory simulation can be applied to all kinds of training--that of teachers, social workers, doctors, and nurses. (CK)

ED032495 AC005412

Counseling Training in Operation Mainstream: Outline of Principles and Experience. Occasional Papers, No. 3.

Marvin, John B.; Kelman, Samuel M.

New England Center for Continuing Education, Durham, N.H.

Publ. Date: 68 Note: 33p.

EDRS Price MF-$0.76 HC-$1.95 PLUS POSTAGE

Descriptors: Community Agencies (Public)/ *Counselor Training/ Distance/ Educational Innovation/ Financial Support/ Participant Characteristics/ *Poverty Programs/ *Problem Solving/ Program Development/ Program Evaluation/ *Rural Areas/ *Subprofessionals/ Supervision/ Time/ Universities

Identifiers: *Operation Mainstream

As funded from July 1967 to June 1968 by the Bureau of Work Programs, Operation Mainstream called for employing 120 community aides from the rural poor of the three most northern counties of Maine, New Hampshire, and Vermont, who were to be trained in counseling and problem solving skills. A staff of part time resource development consultants from the University of Maine developed the program; and supervision was provided by the community action agencies. Experiencing confusion and frustrations caused by lack of training, late funding, and problems of great distances, and facing a continual flow of debilitating crises, it was decided to identify the concepts underlying the program as well as planning and implementing it. It was decided to use a rational-emotional, individualized approach to training in problem solving; unique to this Mainstream project, aides were not only to be trained for increased employability but also were to have a client group; there was to be individual responsibility for learning, an evolutionary model of programing, role modeling the consultant on problem solving, and the right to fail; and it is hoped that the evaluation phase will become an ongoing phase. Despite its trials, it is felt that Operation Mainstream is overtly becoming a success. (nl)

ED022190 08 CG001362
An Evaluation of a Counselor Education Program Designed for Prospective Elementary School Counselors Enrolled in 1965-66 NDEA Institute.
Ohlsen, Merle M.
Illinois Univ., Urbana. Coll. of Education.
Bureau No.: BR-6-8087
Grant No.: OEG-3-7-068087-0375
Publ. Date: Sep 67 Note: 61p.
EDRS Price MF-$0.76 HC-$3.32 PLUS POSTAGE
Descriptors: *Counselor Educators/ Counselor Role/ *Counselor Training/ *Elementary School Counselors/ Institute (Training Programs)/ Job Satisfaction/ *Program Evaluation
This study determines the impact of the 1965-66 NDEA Institute for the preparation of elementary school counselors on its 30 enrollees. Using a definition of the elementary school counselor's role, the institute staff developed a program including statistics, counseling theory and practice, group procedures, mental hygience, personality and child development, learning theories, exceptional children, diagnosis and treatment of learning problems, and a year practicum. Data were collected at the beginning and end of instruction and after at least one semester on the job. The guidance clearly suggests that enrollees mastered new professional knowledge and skills, and came to believe in themselves as professionals. Group counseling touched enrollees' personal lives, seeming to increase their self-confidence, self-acceptance, understanding, and human relations skills. Enrollees felt that better use could have been made of films and video recordings. More emphasis seems needed in developing competencies in the consulting role. More instruction seems needed in curriculum and guidance, vocational development for children, and the use of referral agencies and community resources. The strongest features were practicum, group counseling, and relationships with the staff and peers. (Author/PH)

ED021327 EA001557
Organizing the Program. Section 1. Improving Your School-Community Relations Program. Successful School Administration Series.
Fusco, Gene C.
Publ. Date: 67 Note: 18p.
Available from: The complete document, "Improving Your School-Community Relations Program," is published by Prentice-Hall, Inc., Englewood, N. J. 07632, 71p. ($2.25)
EDRS Price MF-$0.76 HC-$1.58 PLUS POSTAGE
Descriptors: *Administrator Role/ Communication Skills/ Mass Media/ *Program Development/ *Public Relations/ *Public Schools/ Public Support/ *School Community Relationship
The American public school must depend for its strength on the support of local citizens who understand school affairs. The task of interpreting school affairs to the public is an administrative function and requires both information programs and enlistment of community support. Organized programs are needed in which (1) community relations needs are defined, (2) goals are developed, (3) objectives are identified, (4) programs and activities are organized with alternatives being considered, and (5) needed resources are identified and mobilized. A related document is EA 001 558. (TT)

ED014622 24 AA000284

A PILOT CENTER FOR EDUCATIONAL POLICY RESEARCH. FINAL REPORT--PART I.

ADELSON, MARVIN ; AND OTHERS
System Development Corp., Santa Monica, Calif.

Report No.: SR-7-1003-TM-3645-003-00
Contract No.: OEC-1-7-071003-4275
Publ. Date: 29FEB68 Note: 70P.
EDRS PRICE MF-$0.76 HC-$3.32 PLUS POSTAGE
Descriptors: Administrator Role/ Bibliographies/ Citizen Participation/ *Computer Oriented Programs/ Counselor Role/ Data/ *Educational Change/ Educational Needs/ Educational Philosophy/ *Educational Research/ Educational Strategies/ Information Systems/ Mathematical Models/ Methods/ *Organization/ *Policy Formation/ Simulation/ Teacher Role
Identifiers: SANTA MONICA

THE PILOT CENTER FOR EDUCATIONAL POLICY RESEARCH, OPERATED BY THE SYSTEM DEVELOPMENT CORPORATION FROM JUNE 1, 1967, THROUGH FEBRUARY 29, 1968, HAD THREE OBJECTIVES--(1) TO INVESTIGATE, ANALYZE, AND EXPERIMENT WITH METHODS, PROCEDURES, AND TOOLS FOR STUDYING THE FUTURE AS IT COULD AFFECT EDUCATION IN THE UNITED STATES, (2) TO FORECAST POSSIBLE ROLES IN EDUCATION IN 1988 OF TEACHERS, COUNSELORS, AND ADMINISTRATORS AND TO CONSIDER POSSIBLE NEW EDUCATIONAL FUNCTIONS INVOLVING NEW VARIETIES OF EDUCATORS, AND (3) TO DEVELOP A STRATEGY, A PHILOSOPHY, AND AN ORGANIZATIONAL DESIGN FOR AN OPERATIONAL CENTER FOR THE INVENTING OF EDUCATIONAL FUTURES COVERING A WIDE SPECTRUM OF CONSIDERATIONS THROUGH AN EXTENDED PERIOD IN THE FUTURE. SEVEN PROJECTS WERE UNDERTAKEN, EACH COVERING A DIFFERENT SUBJECT RELATED TO FUTURE EDUCATIONAL POLICY MAKING--(1) A SURVEY AND EVALUATION OF THE FORECASTING STATE OF THE ART, (2) A STUDY OF CONTEXTUAL MAPPING, (3) A SURVEY OF MATHEMATICAL MODELS, (4) A STUDY OF EDUCATIONAL "WANTS," (5) A STUDY OF FUTURE EDUCATION ROLES, (6) THE DEVELOPMENT OF SPECIAUTOPATED DATA BASES, AND (7) EXPERIMENTS IN INTERACTION. THE RESULTS OF THESE SEVEN PROJECTS LED TO RECOMMENDATIONS FOR THE FORMATION OF A SUITABLE ORGANIZATION AND THE EXECUTION OF SPECIFIC ACTIVITIES FOR AN OPERATIONAL EDUCATIONAL POLICY RESEARCH CENTER THAT IS EXPECTED TO CHANGE AND EVOLVE IN RESPONSE TO NEW AND CHANGING REQUIREMENTS. (AW)

ED010889 CG000016

DIMENSIONS OF THE COUNSELOR'S RELATIONSHIPS.

KACZKOWSKI, HENRY R.

Illinois State Office of the Superintendent of Public Instruction, Springfield.

Publ. Date: 66 Note: 16P.

EDRS PRICE MF-$0.76 HC-$1.58 PLUS POSTAGE

Descriptors: Behavior Change/ Consultants/ Consultation Programs/ *Counselors/ Counselor Training/ *Elementary School Counseling/ Rational Therapy/ Self Concept/ *Student Personnel Services/ Teachers

Identifiers: SPRINGFIELD

THE PUPIL PERSONNEL SERVICES CONCEPT EMPHASIZES A TEAM APPROACH. AN INHERENT WEAKNESS IN THIS CONCEPT IS THE TENDENCY TOWARD COMPARTMENTALIZATION OF THE INDIVIDUAL. A NATURAL RELATIONSHIP EXISTS BETWEEN GUIDANCE AND INSTRUCTION BECAUSE BOTH DEAL WITH THE PUPIL, GUIDANCE WITH CONATIVE ASPECTS AND INSTRUCTION WITH COGNITIVE ASPECTS. THE STRATEGIES WHICH ARE COMMONLY EMPLOYED IN GUIDANCE--REMEDIAL, PREVENTATIVE, AND PROMOTIONAL--PROMOTE STRUCTURING WHICH CAUSES THE INDIVIDUAL TO LOSE FLEXIBILITY. SELF-CONCEPT IS RELATED TO SUCCESSFUL FUNCTIONING IN LEARNING AND IN LATER ADJUSTMENT TO LIFE. COUNSELORS HELP CHILDREN FORM SELF-CONCEPTS BY AIDING THEM TO DEVELOP VALUES. POOR TASK DEFINITION CAUSES ELEMENTARY SCHOOL COUNSELORS TO ADOPT PROCEDURES USED WITH OLDER CHILDREN. COGNITION PLUS EMOTION (RATIONAL THERAPY) SEEMS EFFECTIVE IN CHANGING BEHAVIOR. COUNSELORS SHOULD DEVELOP A PARTICULAR PHILOSOPHY OF LIFE AND DEVELOP THEIR PERCEPTUAL ORGANIZATION RATHER THAN MASTER COUNSELING TECHNIQUES AND THEORY. THE ESSENTIAL PROCEDURE USED IN TEACHER CONSULTATION IS EXPLORATION OF SELF-CONCEPT. THIS PROCEDURE CREATES CONFLICT WITHIN THE TEACHER BETWEEN A DESIRE TO HELP A CHILD, AND TIME AND KNOWLEDGE LIMITATIONS. AS ORGANIZATION OF THE ELEMENTARY SCHOOL DOES NOT PROVIDE OPPORTUNITIES FOR REGULAR CONSULTATION BETWEEN COUNSELORS AND TEACHERS, PLANS PREPING TEACHERS FOR PROFESSIONAL TASKS OTHER THAN TEACHING ARE BENEFICIAL. THIS IS ONE OF THE REPORTS FROM THE ZION CONFERENCE AND THE ELEMENTARY SCHOOL DEMONSTRATION CENTERS INCLUDED IN "ELEMENTARY SCHOOL GUIDANCE IN ILLINOIS." (PS)

COMMUNICATION:

The compilers felt that no single skill could be more important to the counselor than that of communication. By accurate communication of his feelings and ideas, the counselor is best able to impress his role on the minds of those with whom he works, and lay the groundwork for the development of new and effective roles in the future.

Included here is material relevant to the counselor's communication processes outside of the counseling situation. This involves relations with teachors and other staff, as well as relations with the community within which the counselor operates. Also included are relevant articles on 'professionalism' at it relates to the counselor's public and private image.

EJ108940 CG508174
Issues and Dialogue: Reaching Parents and the Community
Nelson, Richard C.; And Others Elementary School Guidance and Counseling; 9; 2; 143-148 Dec 74
Descriptors: *Counseling Effectiveness/ *Public Relations/ *Parent Participation/ *School Community Relationship/ *Counselor Role/ State of the Art Reviews/ Elementary School Counselors
Public relations is one of the tasks of every counselor and each counselor should find ways of presenting himself or herself and the program to the public. The counselor who is encouraged by accomplishments should assist in the development of the field through letting others know of those accomplishments. (Author)

EJ090509 AA517413
How to Capitalize on News Media
Harding, Del NASSP Bulletin; 58; 378; 43-9 Jan 74
Descriptors: *News Media/ *Newspapers/ *Public Relations/ Mass Media / Press Opinion/ Communication Skills/ School Community Relationship
Article deals with everything from determining what is news to dealing with the sometimes complex relationships with media representatives. (Editor)

EJ090505 AA517409
Are You Communicating Internally?
Pelicetti, Richard F. NASSP Bulletin; 58; 378; 22-5 Jan 74
Descriptors: *Communication Skills/ *Public Relations/ *Administrator Role/ Communications/ Principals/ Administrator Attitudes/ Communication Problems
Article reminds us again of the basic principles of communicating not only hard facts but also feelings to various school groups. (Editor)

EJ080402 CG505834
A Means For Facilitating Teacher-Counselor Communication
Pulvino, Charles; Kandor, Joseph Counseling and Values; 17; 3; 163-166 Spr 73
Descriptors: *Counselor Role/ *Role Perception/ *Communication Problems/ *Teacher Education Curriculum/ *Course Descriptions/ Teacher Education/ Counselor Functions
Communication between teachers and counselors would be facilitated if role definitions of each group were clearly understood. The onus of communication of the counselor's role has been placed upon the counselor. It is being suggested here that teacher education programs should share the responsibility of transmitting an awareness of the school counselor's role. (Author)

EJ075583 AA515770
Communication Channels: The Routes to the Community
Douglas, J. Rex High School Journal; 56; 7; 328–35 Apr 73
Descriptors: Administrator Role/ *Communication (Thought Transfer)/ Communication Problems/ *Communication Skills/ Community Attitudes/ *School Community Relationship
In examining communication skills, a first concern should be a person's listening skills. (Author)

EJ055317 CG504267
Counselor or Change Agent: Support from the Profession
Baker, Stanley B.; Cramer, Stanley H. Personnel and Guidance Journal; 50; 8; 661-5 Apr 72
Descriptors: Behavior Patterns/ *Change Agents/ *Counselor Role/ *Counselors/ *Professional Associations/ *Social Change
The authors call on the profession to offer support and leadership on a national level to those counselors who wish to act as change agents. (Author)

EJ050889 CG504011
The Local Guidance Organization and Professional Identity
Dykstra, Charles T. School Counselor; 19; 3; 153–158 Jan 72
Descriptors: Community Organizations/ *Counselors/ Guidance Counseling/ Organizations (Groups)/ *Professional Associations/ Professional Personnel/ *Professional Recognition
Describes efforts that a local guidance chapter is making toward helping its members achieve status in the local community as well as accomplishing the goals of the state and national group. (Author)

EJ044069 CG503457
Paths Toward Professionalism in Student Personnel Administration
Chatten, Roger G. Facility: The Journal of the Professional Counselors Association; 3; 4; 21-23 Sep 71
Descriptors: Administrative Personnel/ *Personnel Directors/ Professional Continuing Education/ *Professional Recognition/ Professional Services/ *Standards/ Student Personnel Work/ *Student Personnel Workers
This paper examines the question of professionalism as it pertains to college student personnel administrators. The criterion used for assessing professionalism includes the functions performed, the commonalities of experiences shared, the training of new members and the emphasis on continued learning or professional growth. (Author/CG)

EJ042015 EA501779
What Your Communication Expert Should Be Doing
Harrison, Charles H. Nation's Schools; 88; 1; 8-9 Jul 71
Descriptors: *Administrative Personnel/ *Communication Problems/ Communication Skills/ *Communications/ *Educational Administration/ Guidelines/ *Public Relations
A public relations specialist is a valuable asset to a school district's administrative staff. (RA)

EJ032605 CG502446
The Challenge of Communication for the Elementary School Counselor-Consultant
Myrick, Robert D. National Catholic Guidance Conference Journal; 15; 2; 114-119 W '71
Descriptors: Child Development/ *Communication (Thought Transfer)/ Consultants/ *Consultation Programs/ *Counselor Role/ *Elementary School Counselors/ Staff Role/ *Teacher Role/ Teamwork

EJ030831 CG502396
Public Relations: A Professional Responsibility
Fox, Carol Lynne Facility: Journal of the Professional Counselors Association; 3; 1; 9-12 Jan-Feb '71
Descriptors: *Counselor Role/ *Guidance Services/ Professional Personnel/ *Public Opinion/ *Public Relations/ *School Community Relationship
A public relations program for guidance services must be honest, continuous, positive, comprehensive, sensitive to the public's concern, and presented in nontechnical terms. A counselor has professional responsibility to convey his competencies and character of guidance services to the public through a public relations role. The school counselor is a professional who sees himself as the vital link in the school's public relations program. (Author)

EJ013265 CG500973
The Professionalization of Elementary School Counselors
Phillips, Wallace Elem Sch Guidance Counseling; 4; 2; 87-94 69 Dec
Descriptors: Counselor Functions/ *Counselor Qualifications/ *Elementary School Counselors/ Elementary School Guidance/ Guidance Personnel/ Professional Education/ *Professional Personnel/ *Professional Recognition/ *Standards
Establishes set of criteria for professional status through review of literature, and sets forth premises on elementary school guidance having implications for counselor training. Paper presented at Southern Association for Counselor Education and Supervision, Lexington, Kentucky, 1968. (CJ)

EJ003969 CG500292
Teacher-Counselor Friction: An Analysis
Friedland, Stanley H. Sch Counselor; 16; 4; 263-67 69 Mar
Descriptors: Counselor Characteristics/ *Counselor Functions/ *Counselor Role/ Inservice Programs/ Interaction/ Relationship/ *Role Conflict/ *Role Perception/ Teacher Alienation/ *Teacher Attitudes
Paper presented at the American Personnel and Guidance Association Convention, Detroit, Michigan, April 7-11, 1968, entitled "Psycho-Sociological Forces at Work: Deterrents to Effective Teacher-Counselor Relationships.

ED061568 CG400058
Searchlight: Relevant Resources in High Interest Areas. Improving Counselor Public Image. 6R Retrospective Search.
Kidder, Mary Jane, Comp.
ERIC Clearinghouse on Counseling and Personnel Services, Ann Arbor, Mich.
Sponsoring Agency: Office of Education (DHEW), Washington, D.C.
Bureau No.: BR-6-2487
Contract No.: OEC-3-6-002487-1579(010)
Publ. Date: Oct 71 Note: 10p.
Available from: ERIC/CAPS, Room 2180, School of Education Building, The University of Michigan, Ann Arbor, Michigan 48104 ($1.00)
EDRS Price MF-$0.76 HC-$1.58 PLUS POSTAGE
Descriptors: *Annotated Bibliographies/ *Community Involvement/ *Counselor Functions/ *Counselor Role/ Public Relations/ *School Community Relationship
This search of the ERIC system, the Dissertation Abstracts, and the journal literature offers abstracts of 28 documents dealing with ways in which the profession can involve the community, thereby creating a more favorable counselor image on the part of the public. (CJ)

ED052506 CG006516
Promising Practices in School Counselor Role Communication.
Erpenbach, William J.; And Others
School City of Mishawaka, Ind.
Sponsoring Agency: Wisconsin State Dept. of Public Instruction, Madison.
Report No.: Bull-478
Publ. Date: Aug 70 Note: 62p.
EDRS Price MF-$0.76 HC-$3.32 PLUS POSTAGE
Descriptors: *Administration/ Communication Problems/ Communication Skills/ Counselor Functions/ *Counselor Role/ Counselors/ Intercommunication/ Junior High School Students/ *Role Perception/ Secondary School Students/ Students/ *Teachers/ *Verbal Communication
The activities described exemplify the efforts of school counselors nationally to explain the "why" and "how" of the school counseling profession to their significant others -- pupils, parents, teachers, administrators, school boards and community groups. The survey found that, in communicating their role to administrators and school boards, counselors utilized a paucity of explanatory efforts, only 3 of which merited inclusion. Where role communication to parents and the community are concerned, considerable variety was found, most of which relied on video assistance or role playing and audience participation. However, there was a distinct absence of systematic follow-through. Role communication to pupils is generally done in the form of cartoon characters (junior high) and organized orientation programs (secondary students). A conventional talking approach was found to predominate where counselors communicated their roles to teachers. Sample activities are included for all groups. (TL)

ED051345 UD011600
Handbook Umbrella 5-Communications; ESEA Title III. New York City School Community Interaction. OPX60300
Sponsoring Agency: Office of Education (DHEW), Washington, D.C.
Publ. Date: Jul 70 Note: 36p.
EDRS Price MF-$0.76 HC-$1.95 PLUS POSTAGE
Descriptors: *Communication Problems/ Communication Skills/ *Community Programs/ *Program Descriptions/ Resource Materials/ *School Community Cooperation/ *School Community Relationship
This report describes an experimental project called the New York City Interaction Umbrella Project, which puts into action communities' creative response to educational problems. The 46 pilot programs operating between schools and their communities are grouped into four categories, each being controlled by an Umbrella Board. The particular focus of this report is on Umbrella Five, which deals with the lack of meaningful communication between educators and laymen. Umbrella Five contains eight of the 46 components of the Program: a school-community neighborhood center, handbooks and supplements, parents' resource center, student progress reporter corps, after school referral center, bilingual and cultural program, film-making, and operation reach-out. (Author/DM)

ED043818 AC008398
Management Development for Urban Administration.
Smith, L. L., Ed.; Reagen, Michael V., Ed.
Syracuse Univ., N.Y. Continuing Education Center for the Public Service.
Publ. Date: 70 Note: 27p.
EDRS Price MF-$0.76 HC-$1.95 PLUS POSTAGE
Descriptors: Administrative Organization/ Adult Education/ City Officials/ Communication Skills/ Decision Making/ *Management Development/ Planning/ *Public Administration Education/ Public Relations/ Supervision/ *Urban Areas
Readings summarize presentations made at seminars conducted by the Continuing Education Center for the Public Service at Syracuse University. They cover: personal communication skills, kinds of information needed by a public official, and information retrieval system; how to persuade, sell, listen, argue in everyday public relations; organization and supervision, staffing, decision making and planning; and application of new management techniques to local government; and the future of urban areas. (PT)

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Educators Meet the Press: A Communication Gap at the State Capital.
Lance, Carroll G.
Project Public Information, Madison, Wis.; Wisconsin State Dept. of Public Instruction, Madison.
Sponsoring Agency: Office of Education (DHEW), Washington, D.C. Bureau of Elementary and Secondary Education.
Report No.: ESEA-Title-5
Publ. Date: Jul 68 Note: 69p.
EDRS Price MF-$0.76 HC-$3.32 PLUS POSTAGE
Descriptors: *Communication Problems/ Communication Skills/ *Information Services/ Mass Media/ National Surveys/ *News Media/ *Public Relations/ Questionnaires/ *State Departments Of Education
The purpose of this study is to help State departments of education fulfill their communications obligation and to acquaint education officials with the problems, prejudices, and power of the capital news corps. The study interprets questionnaire responses from and selected interviews with capital correspondents in 35 States. The need for educators to communicate with many news audiences is discussed and the advantages of developing a professional relationship with veteran newsmen are pointed out. Responses to the questionnaire by the capital news corps are discussed concerning (1) the correspondents' personal and professional backgrounds, (2) their ranking of State officials and agencies in the order of their importance as news sources, (3) their opinion of the need for State departments of education information directors and their relationship with the present information directors, (4) the professional and personal characteristics an information director should possess, (5) the major problems encountered in reporting education news, and (6) the most newsworthy education trends, programs, and problems. (HW)

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THE TOP ONE-HUNDRED SPEAK OUT ON COMMUNICATION.
BARTRANFT, STEPHEN R.
Bowling Green State Univ., Ohio.
Publ. Date: JAN66
DOCUMENT NOT AVAILABLE FROM EDRS.
Descriptors: *Business/ *Career Opportunities/ *Communication Skills / Consultants/ Educational Background/ Industry/ Inservice Programs/ Leadership Training/ Management Education/ Masters Theses/ *Personnel Selection/ Questionnaires/ *Speech Instruction/ Speech Skills/ Teacher Qualifications

TO INVESTIGATE (1) THE TYPES OF SPEECH-COMMUNICATION INSTRUCTION USED IN BUSINESS AND INDUSTRY, (2) THE CRITERIA BY WHICH BUSINESS AND INDUSTRY SELECT STAFF FOR THEIR SPEECH-COMMUNICATION PROGRAMS, AND (3) THE AVAILABILITY OF CORPORATE JOBS FOR SPEECH TRAINED PERSONNEL, QUESTIONNAIRES WERE MAILED TO PERSONNEL DIRECTORS OF THE 100 LARGEST CORPORATIONS. OF THE 76 CORPORATIONS RESPONDING, 50 OFFERED SPEECH-COMMUNICATION TRAINING, AND EIGHT MORE THOUGHT SUCH INSTRUCTION TO BE OF VALUE. COMMITTEE AND CONFERENCE LEADERSHIP WERE JUDGED THE MOST IMPORTANT AREA OF STUDY. ONLY SIX CORPORATIONS EMPLOYED FULL-TIME SPEECH-COMMUNICATION INSTRUCTORS--MOST RELIED ON OUTSIDE CONSULTANTS. WHILE CORPORATIONS STATED A PREFERENCE FOR EXPERIENCED, COLLEGE-EDUCATED SPEECH TEACHERS TO STAFF SPEECH-COMMUNICATION PROGRAMS, MOST TRAINING PERSONNEL WERE SELECTED FROM THE RANKS OF COMPANY EMPLOYEES, INDICATING THE NECESSITY OF A BUSINESS BACKGROUND. A COMPARISON WITH A SIMILAR STUDY DONE IN 1954 BY MASON HICKS OF PURDUE UNIVERSITY INDICATED THAT CORPORATE SPEECH-COMMUNICATION TRAINING PROGRAMS HAD CHANGED VERY LITTLE BETWEEN 1954 AND 1964. FUTURE STUDIES SHOULD SAMPLE SMALL BUSINESS PROGRAMS AND AUGMENT THE QUESTIONNAIRE BY PERSONAL INTERVIEWS. (APPENDIXES ARE THE QUESTIONNAIRE, COVERING AND FOLLOW-UP LETTERS, AND LIST OF CORPORATIONS SURVEYED.) THIS DOCUMENT IS AVAILABLE FROM BOWLING GREEN STATE UNIVERSITY, BOWLING GREEN, OHIO. (AJ)